MAY. 1 3: 2005

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In the application of: Scarborough et al.

Application No. 09/921,993

Filed: August 2, 2001 Confirmation No. 6882

DEVELOPMENT OF ELECTRONIC

EMPLOYEE SELECTION SYSTEMS AND

METHODS

Examiner: George B. Davis

Art Unit: 2121

Attorney Reference No. 5437-60780-01

COMMISSIONER FOR PATENTS P.O. BOX 1450 **ALEXANDRIA, VA 22313-1450**

CERTIFICATE OF MAILING

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being deposited with the United States Postal Service as First Class Mail in an envelope addressed to: COMMISSIONER FOR PATENTS, P.O. BOX 1450, ALEXANDRIA, VA 22313-1450 on the date shown below.

Attorney

for Applicant(s)

Date Mailed May 11, 2005

INFORMATION DISCLOSURE STATEMENT PURSUANT TO 37 C.F.R. § 1.97(c)

The Advisory Action of March 30, 2005, indicated that some references were not readable or not disclosed. Applicants have identified the references in question. One of the references has been re-printed to enhance readability. The others are video presentations on the CD-ROM re-sent herewith.

Listed on the accompanying form PTO-1449 and enclosed herewith are several Englishlanguage documents. Applicants respectfully request that these documents be listed as references cited on the issued patent. This Information Disclosure Statement ("IDS") is being mailed before Applicants received a final action, a notice of allowance, or an action that otherwise closes prosecution in the referenced application.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163). Applicants will provide copies of such patents or applications upon request.

Please charge any additional fees which may be required in connection with filing this IDS, or credit any overpayment, to Deposit Account No. 02-4550. A duplicate copy of this sheet is enclosed.

The filing of this IDS shall not be construed to be an admission that the information cited in the statement is, or is considered to be, prior art or otherwise material to patentability as defined in 37 C.F.R. §1.56.

Respectfully submitted,

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cc: Docketing

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NFORMATION DISCLOSURE STATEMENT
BY APPLICANT

Attorney Docket Number	5437-60780-01
Application Number	09/921,993
Filing Date	August 2, 2001
First Named Inventor	Chambless
Art Unit	2121
Examiner Name	George B. Davis

Examiner's Initials*	Cite No. (optional)	OTHER DOCUMENTS		
		"ApView Main Menu," Demo, Aspen Tree Software, Inc., June 13, 1997, 30 pages.		
Aspen Tree Software video (Length 13:44), Aspen Tree Software, Inc., March 10, video file "ATS.avi" on CD #1.				
		Springboard video (Length 9:44), Aspen Tree Software, Inc., April 30, 1998, video file "Coopers Net.avi" on CD #1.		
		"All About ApView" video (Length 17:13), Aspen Tree Software, Inc., March 7, 1997, video file "TRAINING.avi" on CD #1.		
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EXAMINER	DATE	
SIGNATURE:	CONSIDERED:	

^{*} Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.